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THE ARMY'S FORCE MANAGEMENT SYSTEM

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APO-FMS
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Agenda

- Why FMS?
- The Army FM Vision and Our Mission
- The FMS Players
- Scope And Background
- Benefits of FMS
- Customer Interaction
- Enterprise ID’s & the AOS
- Project Timeline
- Questions

Why FMS?

- **FMS grew from the following Army needs:**
  - **Studies from 1989 & 1994, recommending new system**
  - **Force management infrastructure obsolescence:**
    - **Funding restrictions**
    - **Failing legacy systems**
    - **Costly manpower intensive data manipulation**
  - **Increased criticality because of:**
    - **Army Transformation to Future Force**
    - **QDR / TAA / BTE implementation**

Army FM: The "Vision"

- **Transform Force Management for the 21st century**
- **Develop innovative solutions & leverage technology**
- **Beginning FY05, provide modernized automation capabilities**
- **Enhance both operational effectiveness & efficiency**
- **Focus on Force Management core competencies**
- **Integrate and support other customers.**
  - **Warfighting Commanders, DCS G1, DCS G4, DCS G8, ASA(M&RA)**
  - **Other Army / Secretariat Level Staff, MACOMs, ARNG, & USAR**

Bottom Line Automation Goals:

- **Affordable & Supportable**
- **Modernized & Accessible (Web-Based)**

IAW Army CIO Vision

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The APO-FMS Mission

- **To design, develop and deploy an integrated Force Management System (FMS)**
- **FMS will establish and provide accurate, consistent and timely force structure information to the Army Force Management community.**
- **FMS directly supports the Army Force Management Director mission of: managing & allocating manpower & force structure information**
- **Documenting unit models [requirements & authorizations] over time**
- **Providing organizational / force structure solutions in support of the Army's Transformation towards the Future Force**

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FMS Players

- **APO-FMS**
  - **Dr. Dave Powers, APO**
  - **Mark Engle, Deputy APO**
  - **John Tew, COTR**
  - **James Raze, System Engineer**
- **Functional Proponent**
  - **Director, Force Management, ODCS G-3**
  - **FM Division Chiefs (FMP, FMO, FMF, USAFMSA)**
  - **Force Structure / Force Managers (MACOMs / Installations)**
- **Technical Proponent**
  - **SRA/AMS/Carson/TRW**
  - **Joan Osborne, PM**
  - **Brian Michl, Tech Lead**

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FMS: The Scope of the Effort

MISSIONS RESPONSIBILITIES DOCUMENTATION

- **Total Army Force Documentation**
  - **REQUIREMENTS – AUTHORIZATIONS DOCUMENTATION FOR MANPOWER, PERSONNEL, EQUIPMENT, DOCTRINAL FORCE STRUCTURE**
  - **MILITARY MANPOWER: ACTIVE, ARNG, USAR**
  - **CIVILIAN AND CONTRACTORS**
  - **TOE, MTOE, TDA, AUGTDA, MOBTDA, APS, BOIP**
- **Force Management Systems**
  - **ALLOCATIONS, ACCOUNTING, DOCUMENTATION**
- **Provide workflow support/analysis/discipline**
  - **FORCE MANAGEMENT PROCESS AND UODA**

FORCE

- **Force structure** **Units in the force**
  - **TOE Designs 1,850**
  - **MTOE Units 5,000**
  - **MULTI COMPO Units 100**
  - **TDA/MOBTDA Units 3,200**
  - **APS 230**

Total *10,380*

- **Manpower/personnel strengths** **End**
  - **AC – MIL 480K**
  - **ARNG – MIL 350K**
  - **USAR – MIL 205K**
  - **Civilian**

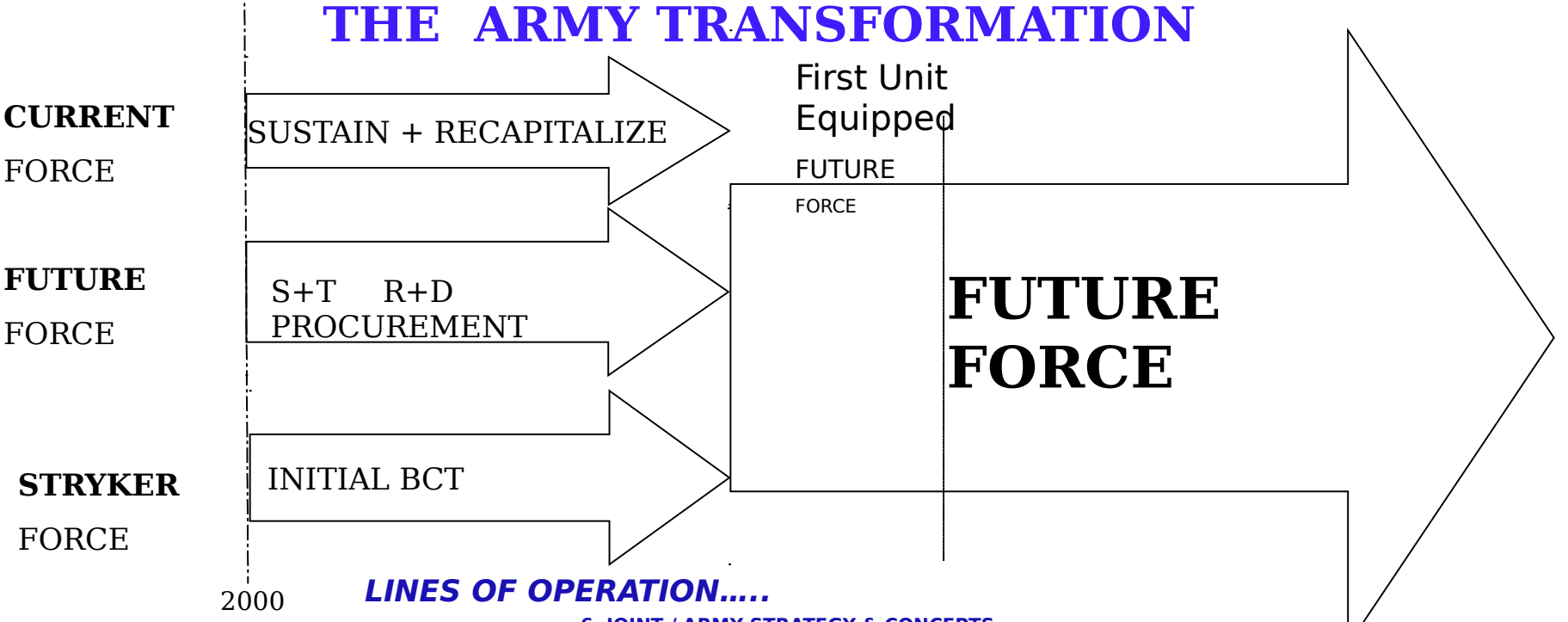
FMS: Supporting Transformation

An integrated FMS **provides the** database **and** decision execution **for the Army's transformation to the Future Force—new concepts and doctrine-supported by** documentation **and** analysis**.....**

BLUE / UNDERLINED TEXT indicates

FMS support required

THE ARMY TRANSFORMATION



LINES OF OPERATION.....

1. STRATEGIC REQUIREMENTS & PLANNING
2. MODERNIZATION & RECAPITALIZATION
3. MANNING THE FORCE & INVESTING IN QUALITY PEOPLE
4. MAINTAIN UNIT ARMY READINESS & TRAINING
5. TRAINING & LEADER DEVELOPMENT
6. JOINT / ARMY STRATEGY & CONCEPTS
7. ARMY DOCTRINE
8. OPERATIONAL FORCE DESIGN
9. DEPLOYING / SUSTAINING THE FORCE
10. DEVELOP & ACQUIRE ADVANCED TECHNOLOGY
11. MANAGEMENT OF FORCE PROGRAMS
12. INSTALLATIONS
13. STRATEGIC COMMUNICATIONS
14. RESOURCING
15. C4ISR

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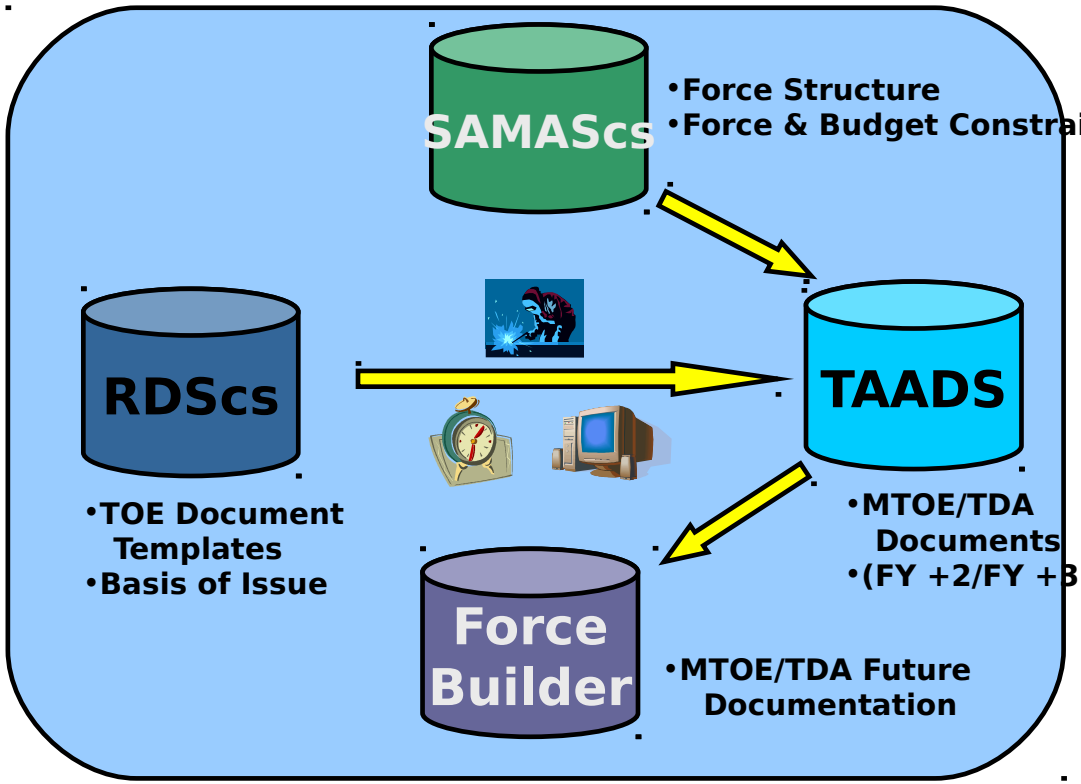
Army FM: Current Legacy Systems



Existing Deficiencies

- Different Processes
- Data Inconsistencies
- Manual Data Transfers
- Delay in Decision Process
- Extensive Work Analyzing each others Output
- Different Hardware & Software Requirements
- Increased Technical Staff
- Poor Change Management and Scenario Analysis

Result:

- Manpower Intensive
- Resource Intensive
- Product Quality Suffers

The Benefit of FMS

- **Supports Army Transformation**
  - **Provides the foundation for rapid and continuous evolutionary, even revolutionary, force structure development**
- **Provide Decision support, Data management, Data analysis, Documentation support to TAA / QDR and other Force Management initiatives**
- **Provides the framework for leveraging force structure information to support operational planning and execution as the foundation for the Enterprise Identifiers (EID) program and Unit Set Fielding (USF)**
- **Harvest efficiencies provided by an integrated system**
  - **Eliminate multiple stovepipes – Four Legacy Systems inadequate**
    - **Eliminate overhead associated with manual synchronization of multiple databases**
    - **Eliminate multiple disconnected "answers" associated with multiple databases**
  - **Provide the basis for consistent and automatic application of standard business rules such as Standards of Grade and MARC**

FMS: Providing the "Toolbox"

- **FMS will take advantage of the integrated database to provide the following tools:**
  - **Total Force and Unit "What-If" Scenarios**
  - **Change History and Auditing (Who, When, What, Why)**
  - **Uniform Product Release Control**
  - **Data View Across Time (History, Today, Future)**
  - **Ability to See and Act Upon the "Usage" of Subordinate Products (BOIP's, Mod Opts) in Higher Order Products**
  - **Complete Hierarchical Force Structure with Documented Support Relationships (Common Unit Header)**
  - **Rule Engine Capability to Provide Automated Conditional Resource Allocations and Definitions**
    - **Standards of Grade, MARC, OPFAC, etc.**

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FMS: The Process Enabler

Legacy Process

- Army Doctrine Change
- Manual Updates To RDScs
- RDScs Changes Approved
- CTU File to TAADS
- TAADS Doc Rebuild or Analysis
- TAADS Doc Changes Approved
- AUTS Reconciliation
- Master Force & Auth Doc Release
- Force Builder Receipt of CTU, Auth Doc & SAMAS Files
- Data File Reconciliation
- SACS Output

Time: > 1 Year
Labor: Intensive
Data Quality: Problems

FMS

- Army Doctrine Change
- Manual Update To FMS Captured in Change Package
- Change evaluated And approved
- Change pushed into Higher product
- Synchronized Output Products

Time: ASAP
Labor: Very Little
Data Quality: Single source drives data consistency

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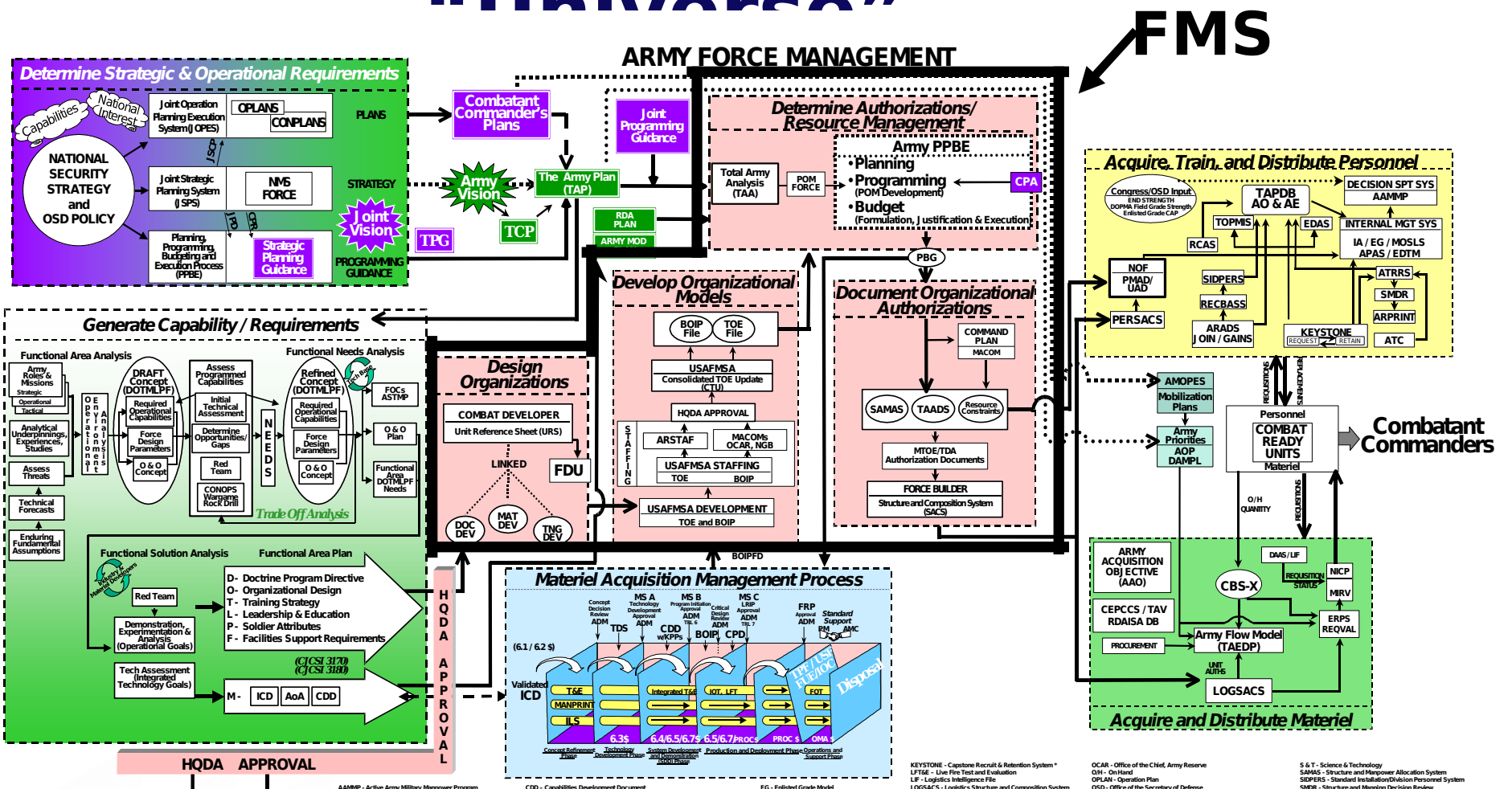
FMS - Center of the "Universe"



AAMMP - Active Army Military Manpower Program
ACSIM - Assistant Chief of Staff Installation Management
ADM - Acquisition Decision Memorandum
AMC - Army Materiel Command
AMOPES - Army Mobilization and Operations Planning and Execution System
AoA - Analysis of Alternatives
AOP - Army Order of Precedence
APAS - Analyst Projection Assistance System
ARADS - Army Recruiting and Accession Data System
ARPRINT - Army Program for Individual Training
ARSTAF - Army Staff
ATC - Army Training Center
ATRRS - Army Training Requirements and Resources System
BOIP - Basis-of-Issue Plan
BOIPFD - BOIP Feeder Data

CDD - Capabilities Development Document
CBS-X - Continuing Balance System Expanded
CEPCCS - Centralized Equipment Procurement Conversion Capability System
CONPLANS - Concept Plans
CPA - Chairman's Program Assessment
CPD - Capabilities Production Document
CPR - Chairman's Program Recommendation
DAAS - Defense Automated Addressing System
DAMPL - DA Master Priority List
DOC DEV - Document Developer
DOPMA - Defense Officer Personnel Management Act
DOTMLPF - Doctrine, Organization, Training, Materiel, Leadership & Education Personnel and Facilities
EDAS - Enlisted Distribution and Assignment System
EDTM - Enlisted Distribution Target Model

EG - Enlisted Grade Model
ERPS - Equipment Release Priority System
FDU - Force Design Update
FOCs - force operating capabilities
FOT&E - Follow-on Test and Evaluation
FRP - Full Rate Production
FUE - First Unit Equipped
IA - Individuals Account Model
ICD - Initial Capabilities Document
ICT - Integrated Concept Team
ILS - Integrated Logistics Support
IOC - Initial Operational Capability
IOT&E - Initial Operational Test and Evaluation
JSCP - Joint Strategic Capabilities Plan
JPD - Joint Planning Document

KEYSTONE - Capstone Recruit & Retention System *
LFT&E - Live Fire Test and Evaluation
LIF - Logistics Intelligence File
LOGSACS - Logistics Structure and Composition System
LRIP - Low Rate Initial Production
MAA - Mission Area Analysis
MNA - Mission Need Analysis
MACOM - Major Army Command
MANPRINT - Manpower and Personnel Integration
MIRV - Major Item REQVAL
MOD - Modernization/Modernize
MOSLS - MOS Level System
MS - Milestone
MSA - Mission Solution Analysis
MTOE - Modified Table of Organization and Equipment
NGB - National Guard Bureau
NICP - National Inventory Control Point
NMS - National Military Strategy
NOF - Notional Force

OCAR - Office of the Chief, Army Reserve
O/H - On Hand
OPLAN - Operation Plan
OSD - Office of the Secretary of Defense
PBG - Program and Budget Guidance
PERSACS - Personnel Structure and Composition System
POM - Program Objective Memorandum
PMAD - Personnel Management Authorization Document
PPBE - Planning, Programming, Budgeting and Execution Process
PPBES - Planning, Programming, Budgeting and Execution System
PM - Program Manager
PROC - Procurement
RCAS - Reserve Component Automation System
RDA - Research, Development, and Acquisition
RDAISA DB - RDA Information Systems Agency Data Base
RECBASS - Reception Battalion Automated Support System
REQUEST - Recruit Quota System *
REQVAL - Requisition Validation
RETAIN - Reenlistment, Reclassification and Assignment System *

S & T - Science & Technology
SAMAS - Structure and Manpower Allocation System
SIDPERS - Standard Installation/Division Personnel System
SMDR - Structure and Manning Decision Review
T & E - Test & Evaluation
TAADS - The Army Authorization Document System
TAEDP - Total Army Equipment Distribution Program
TAPDB-AE - Total Army Personnel Data Base - Active Enlisted
TAPDB-AO - Total Army Personnel Data Base - Active Officer
TAV - Total Asset Visibility
TCP - Transformation Campaign Plan
TDA - Table of Distribution and Allowances
TDS - Technology Demonstrations
TOE - Table of Organization and Equipment
TOPMIS - Total Officer Personnel Management Information System
TPG - Transformation Planning Guidance
TRADOC - US Army Training and Doctrine Command
UAD - Updated Authorization Document
USFMSA - US Army Force Management Support Agency
* Not an acronym

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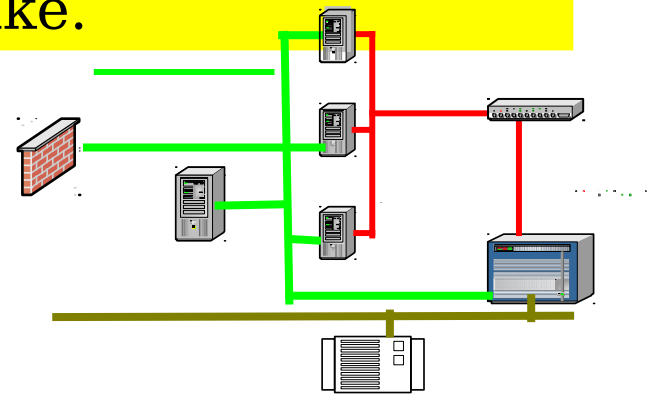
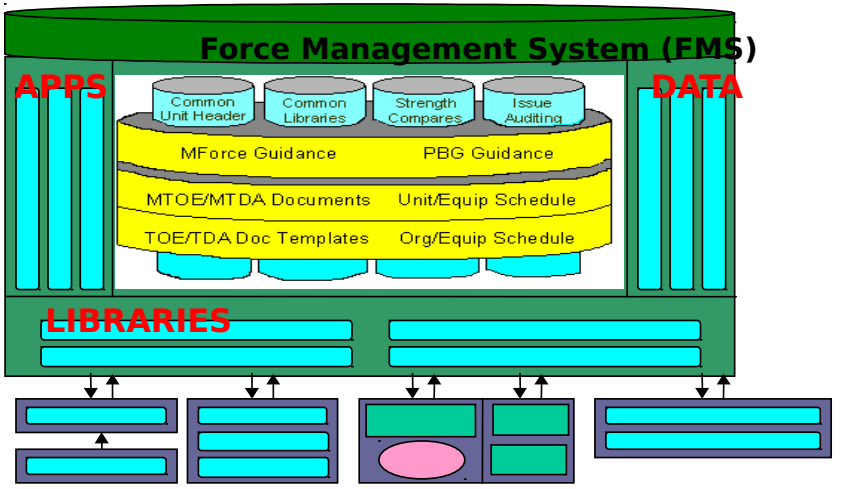
FMS: The “Challenge”

The biggest challenge to building an integrated system is getting the stakeholders to agree on what the integrated system should look like.



To achieve the FM Vision, systems AND functions must both be integrated.



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FMS: Continuous User Interaction

- The <u>Primary</u> User Review Panel (URP): (FM/FMSA community)
  - Represents all users to the development team
  - Jointly accountable for the success of the system
  - Ensures that the development team
    - Understands the requirements
    - Insures the system is usable
  - Work process, procedure, and policy issues
  - Workload is assigned to Tiger Teams and each team will be responsible for Requirements, User Interfaces and Issues
- The <u>Secondary</u> User Review Panel (URP): (MACOMs, DA staff):
  - Works external requirements (such as interfaces, FMS products, etc)
  - Work process, procedure, and policy issues

FMS: Start Point for Army EID's & AOS

- **The purpose of the Enterprise Identifier (EID) is to establish a stable and unique identifier for each Unit, Subunit and individual resource in the Army force structure for use by other Army and DOD data systems.**

- **The purpose of the Army Organizational Server (AOS) is to provide a single repository for approved Army organizational structures and unit resource allocation information down to the individual Billet and Asset level for use by other Army and DOD data systems.**

FMS: Project Timeline

- **Initial Operating Capability (IOC) – OCT 2004**

  Products:

  - **Integrated TOE / BOIP/ MARC / MTOE / TDA / SACS**
  - **Implementation of Enterprise Identifiers (EID)**
  - **Unit Set Fielding (USF)**

- **Full Operating Capability (FOC) – OCT 2005**

  Products:

  - **Integrated Structure and Manpower Allocation (SAMAS)**
  - **Force Scenarios**
  - **M&RA Controls**

THE ARMY'S FORCE MANAGEMENT SYSTEM

QUESTIONS

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